

The Runway to a Living Wage:

The primary asks of the Oxfam What She Makes campaign are focused on the long-term need for the payment of a living wage. Oxfam Canada's runway to a living wage is based on three pillars:

1. GETTING THE BASICS RIGHT
2. ROADMAP TO A LIVING WAGE
3. PAYING A LIVING WAGE

The progress of the brands will be tracked through the Brand Tracker on the What She Makes website. Within three months of the campaign launch date, Oxfam will publish a report card evaluating actions and practices brands have taken based on publicly available information. Oxfam is willing to help the brands in their journey to paying a living wage because we care about #WhatSheMakes.

1. GETTING THE BASICS RIGHT:

To get the basics right, brands should:

- Make a credible commitment towards paying a living wage
- Be transparent and publicly disclose their supply chains on their websites
- Support supplier factories in establishing and implementing effective independent, grievance and remediation procedures
- Adopt a positive and proactive freedom of association policy to ensure supplier factories respect the workers' rights to collective bargaining
- Adopt a positive and proactive gender and non-discrimination policy

2. CREATING A ROADMAP TO A LIVING WAGE

To ensure that the women who make our clothes are being paid a living wage, brands should:

- Conduct a wage gap analysis
- Publish a responsible purchasing practices policy
- Develop and publish a roadmap to a living wage through a step-by-step strategy

3. PAYING A LIVING WAGE

Within four years of making the commitment, brands must pay a living wage within their supply chains, tier one, and ensure it goes directly to workers by establishing robust accountability mechanisms.

What can the Canadian Government do?

- » **ENACT NEW LEGISLATION** mandating companies to identify and mitigate risks that may cause or contribute to human rights violations in their supply chain, in line with the OECD Due Diligence Guidance on Garments and UN Guiding Principles on Business and Human Rights.
- » **BRANDS ENJOYING A DUTY-FREE IMPORT OF GARMENT TO CANADA MUST ENSURE IMPROVED WORKING CONDITIONS** in global supply chains and move towards responsible purchasing practices.
- » **COLLABORATE WITH TRADE UNIONS AND LABOUR RIGHTS ADVOCATES** on educating companies about human rights responsibilities
- » **COLLABORATE WITH TRADING PARTNERS** on global solutions to ending poverty wages